

# Communications and Information Career Program Presents

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**C&I Civilian  
Career Force  
Management**



**SCOPE Champion**

**May 2004**

# ***Flying High***

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**Wheels up in 2003**



**Full throttle in 2004!**

# Overview

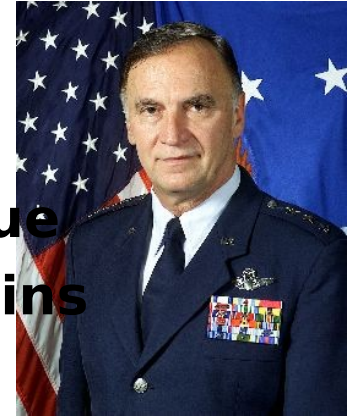
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- **Background**
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# ***Background***

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**“As we evolve and transform, we must also change the ways we professionally develop our C&I community, ensuring our skills continue to meet mission needs.” Lt Gen William T. Hobbins**



**“It is our goal to ensure that C&I civilians are provided professional development and career assignment opportunities to fulfill their potential within the Air Force.” Mr. Rob C. Thomas**

# ***Civilian Workforce Transformation***

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## ***Strategic Plan Published for C&I Civilians***

- Redefine workforce duties and skills needed for the globally-networked environment**
- Transform and reskill workforce**
- Foster leadership development**
- Emphasize mentoring and career counseling**
- Market career opportunities**

**SCOPE Champion executes leadership and mentoring elements of strategic plan**

# ***Air Force Corporate Vision***

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**Developing civilian leaders who will:**

- Share the mantle of leadership with the officer corps**
- Serve the Air Force where and when needed**
- Think strategically and be technically adept**
- Possess broad and diverse experience**
- Set the example for tomorrow's workforce**





# C&I Functional Advisory Council

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- ❑ **Chaired by AF/XI**
- ❑ **Integrates C&I with AF total force objectives**
  - ❑ **Civilian, officer, enlisted, Reserve, Guard**
  - ❑ **SCOPE Champion is total force mechanism**
    - ❑ **Prepares civilians to lead within total force const**



# Purpose

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- **Groom C&I civilians to be highly competitive for GS-14, GS-15, and Senior Executive Service (SES) positions**
- **Emphasize leadership, mobility, education, training, breadth of experience, and active mentorship in network centric, operational environment**





# ***Target Audience***

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- **For participation:**
  - **Permanent employees in C&I career fields**
  - **Grades: 13s, 14s, 15s & equivalents**
- **For organizational impact:**
  - **Supervisors and commanders**
    - **To foster mentoring**
    - **To enhance human resource management**



# Enhancements for 2004 Cycle

- **Senior Civilian Network**
- **Endorsement Process**
- **13 positions in 2003, 7 more added**
- **Selection Panel formalized**
  - **Selecting supervisor**
  - **C&I leader within chain**
  - **C&I leader outside of chain**

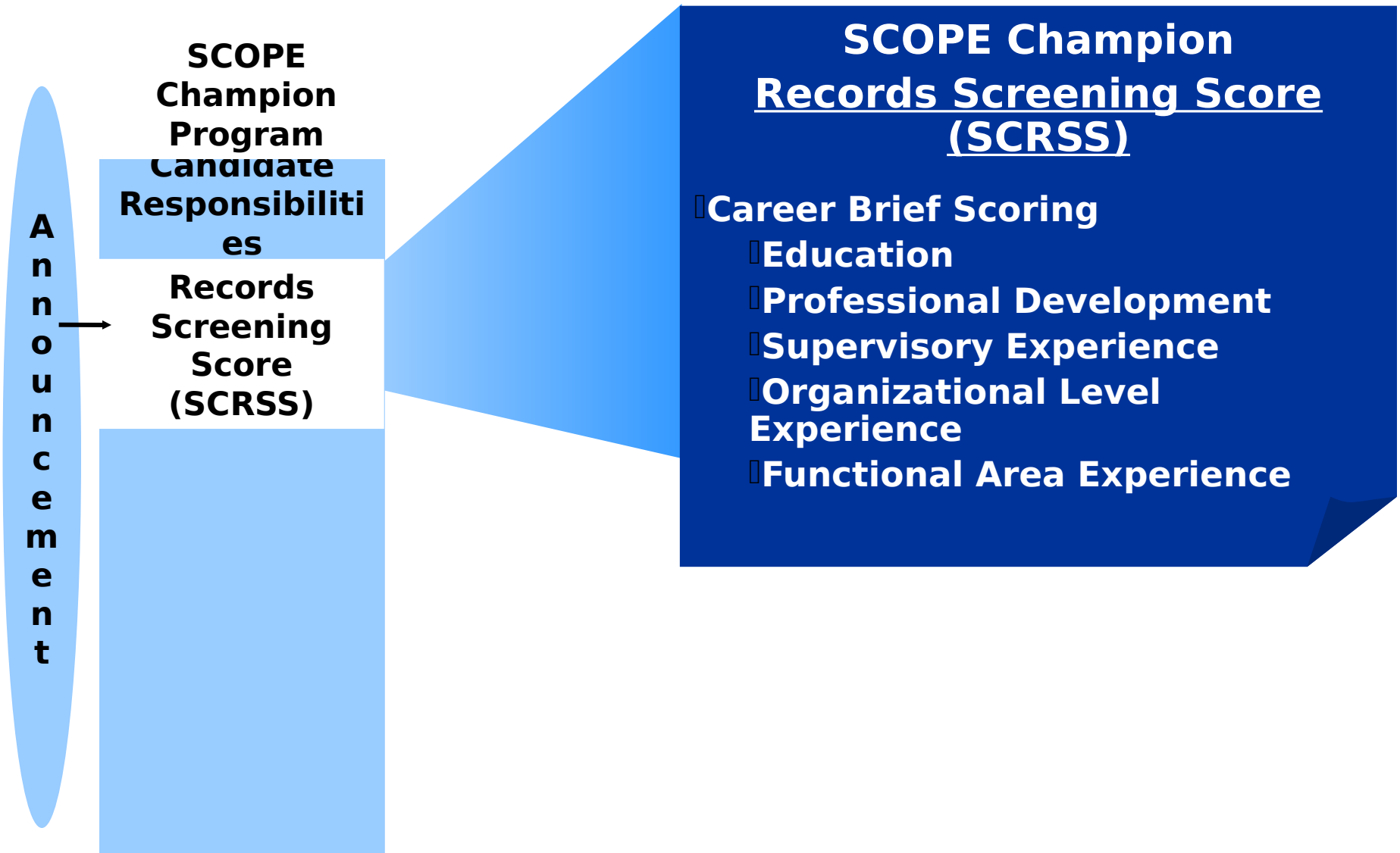


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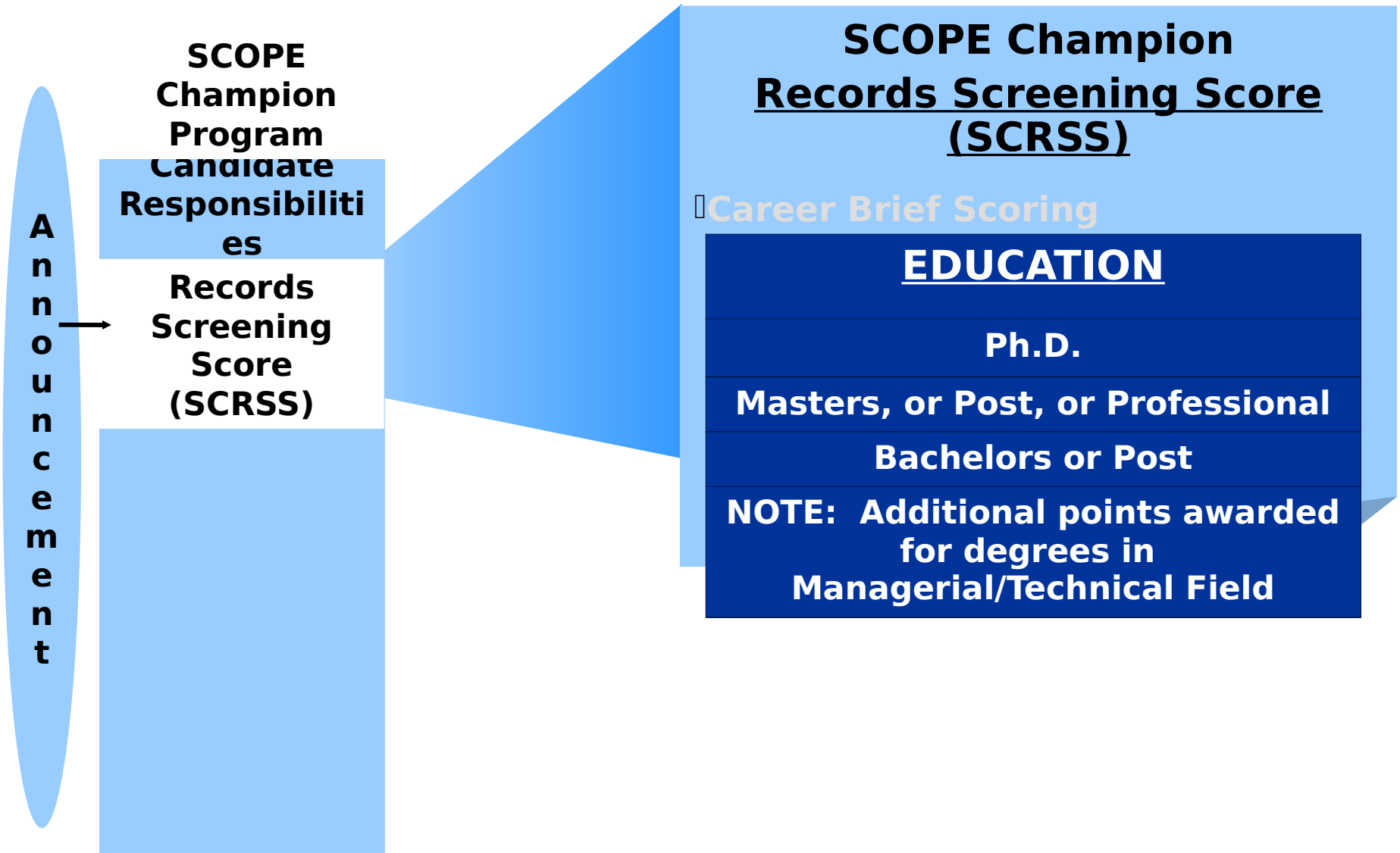
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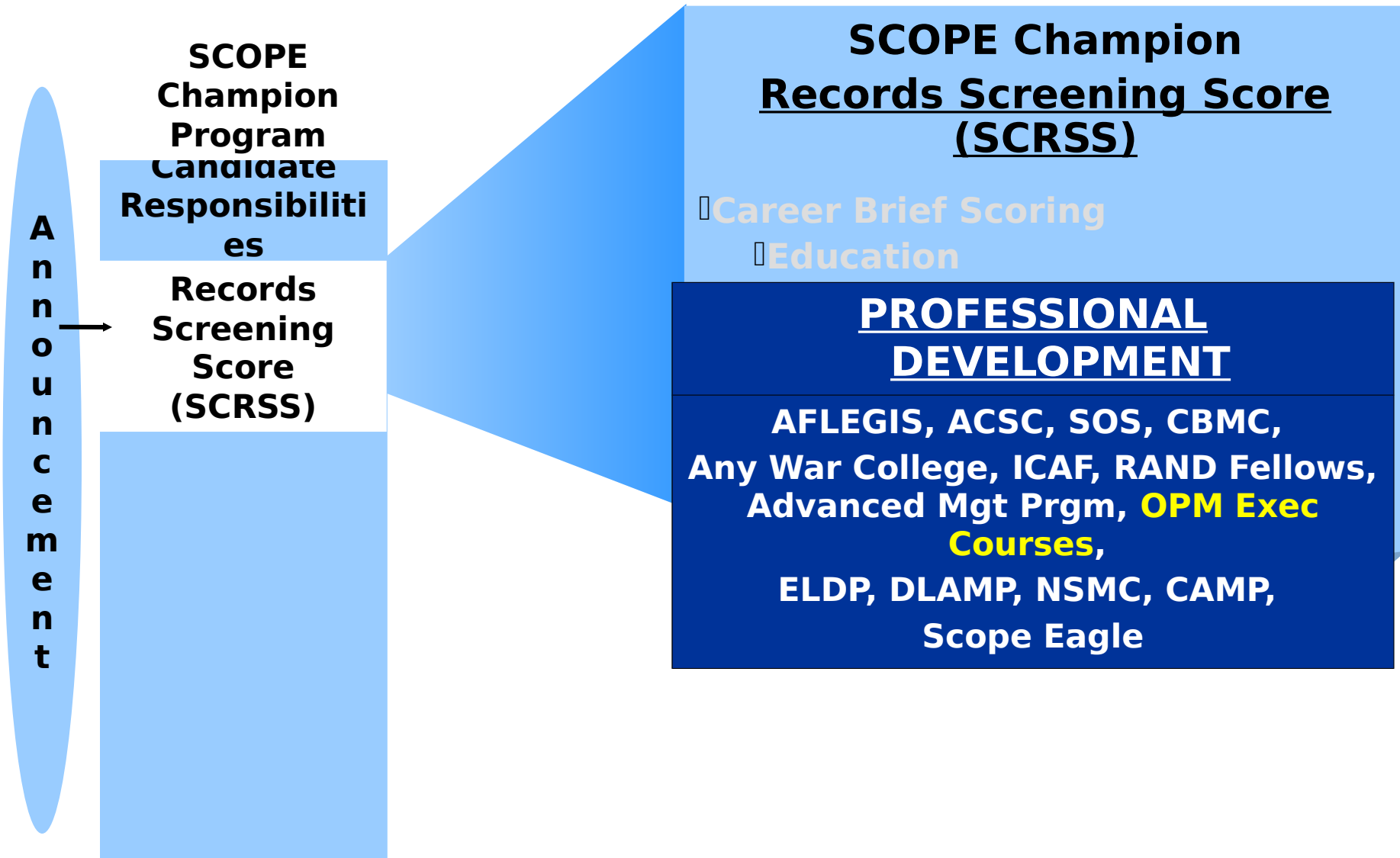
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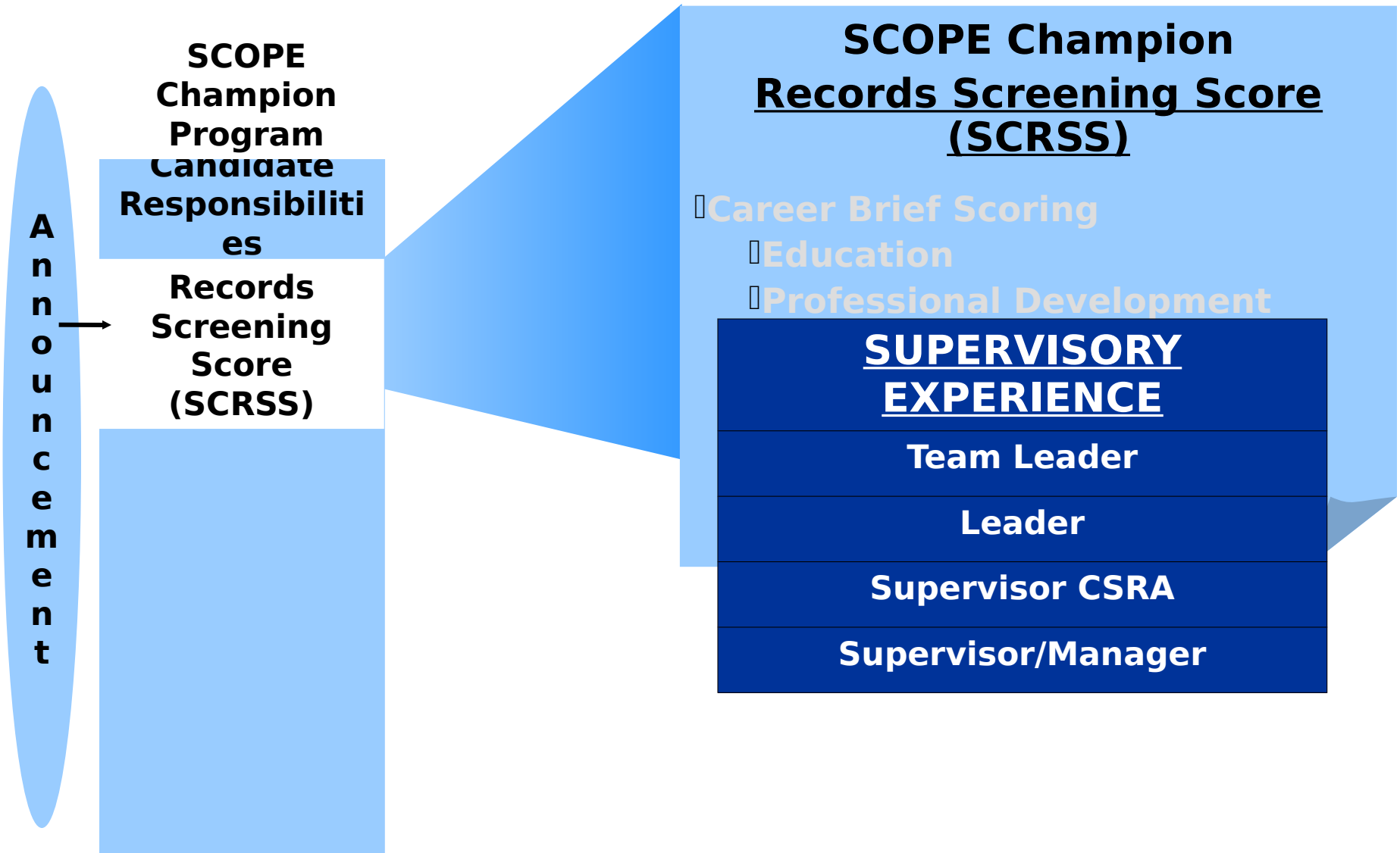


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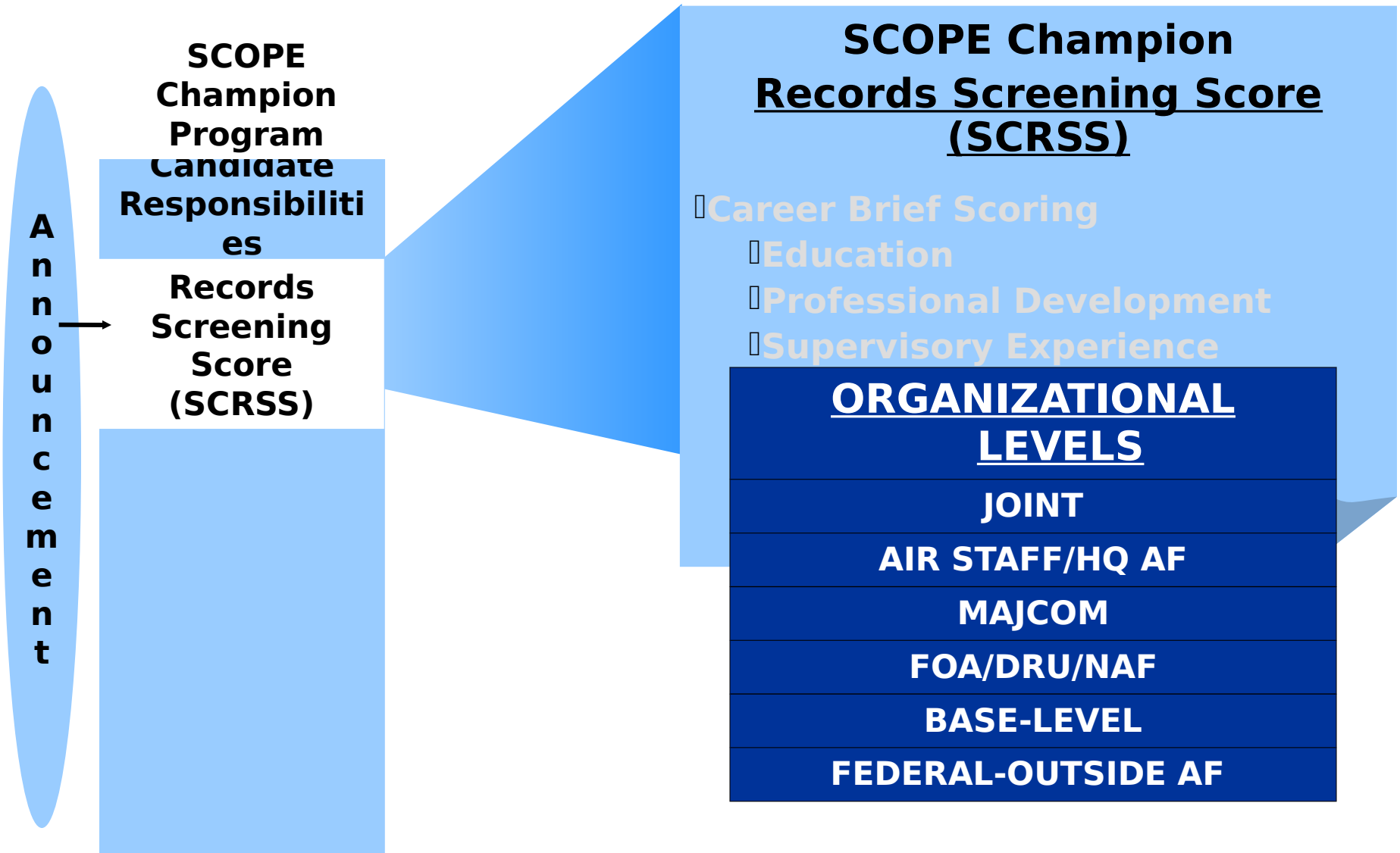




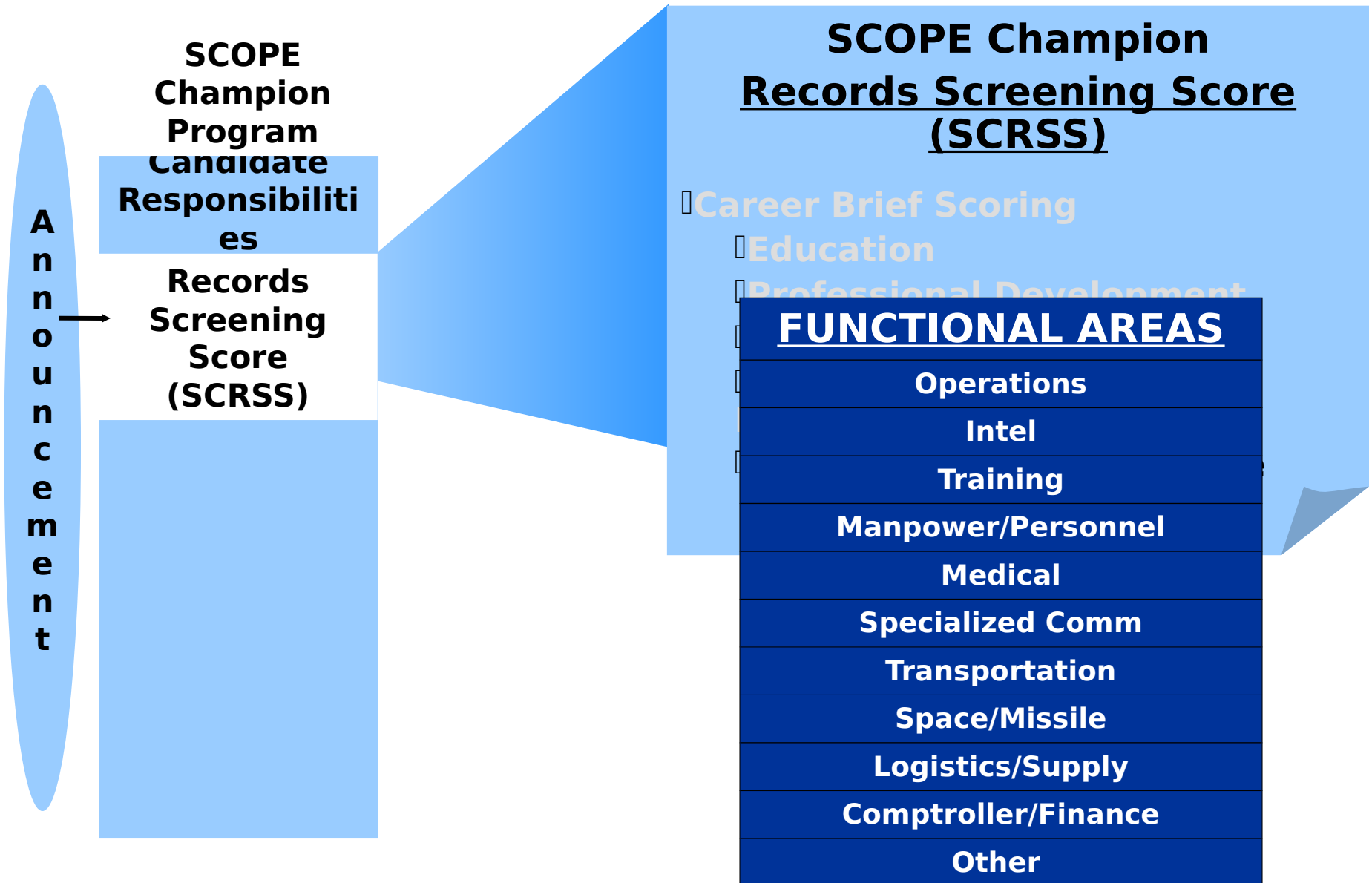
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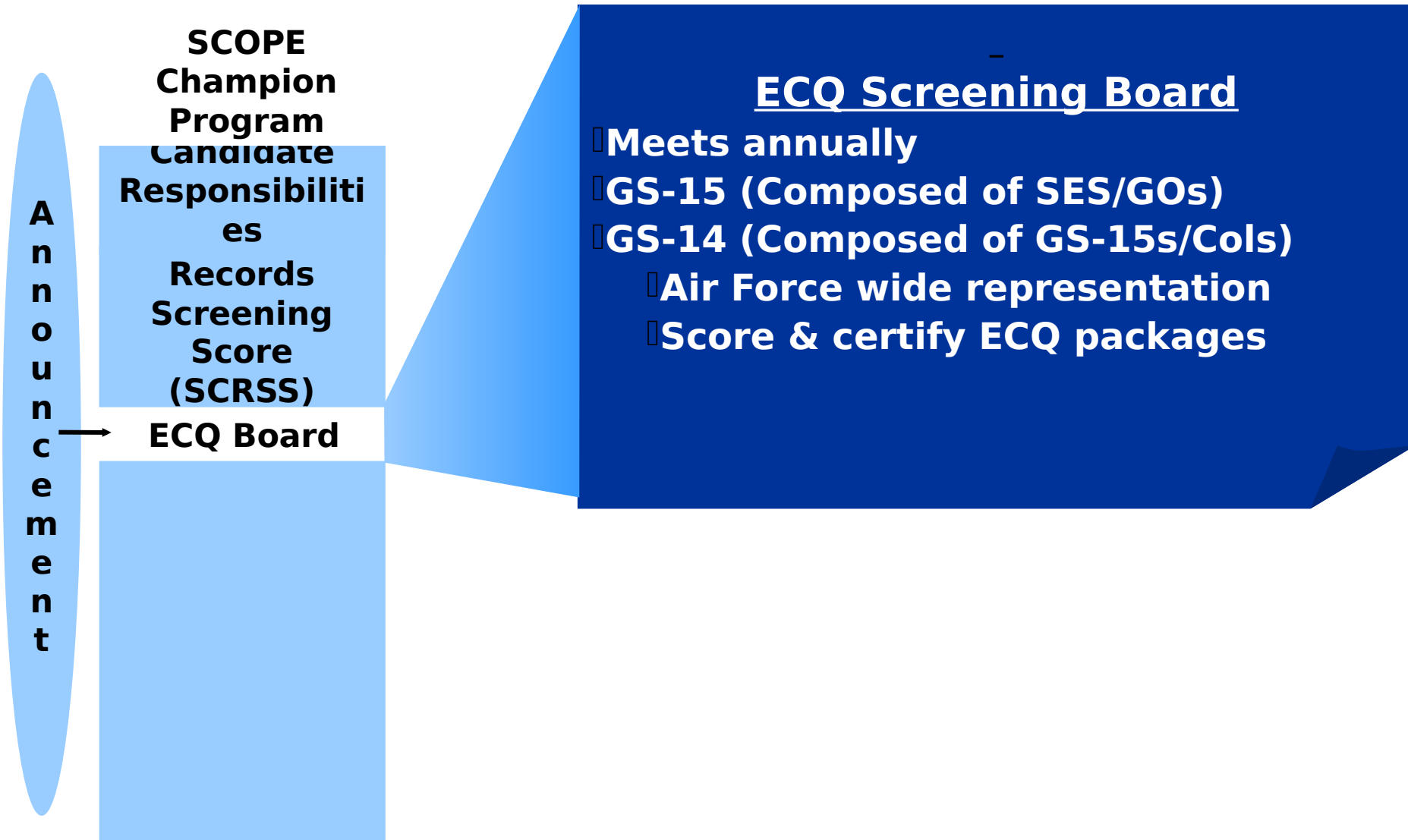
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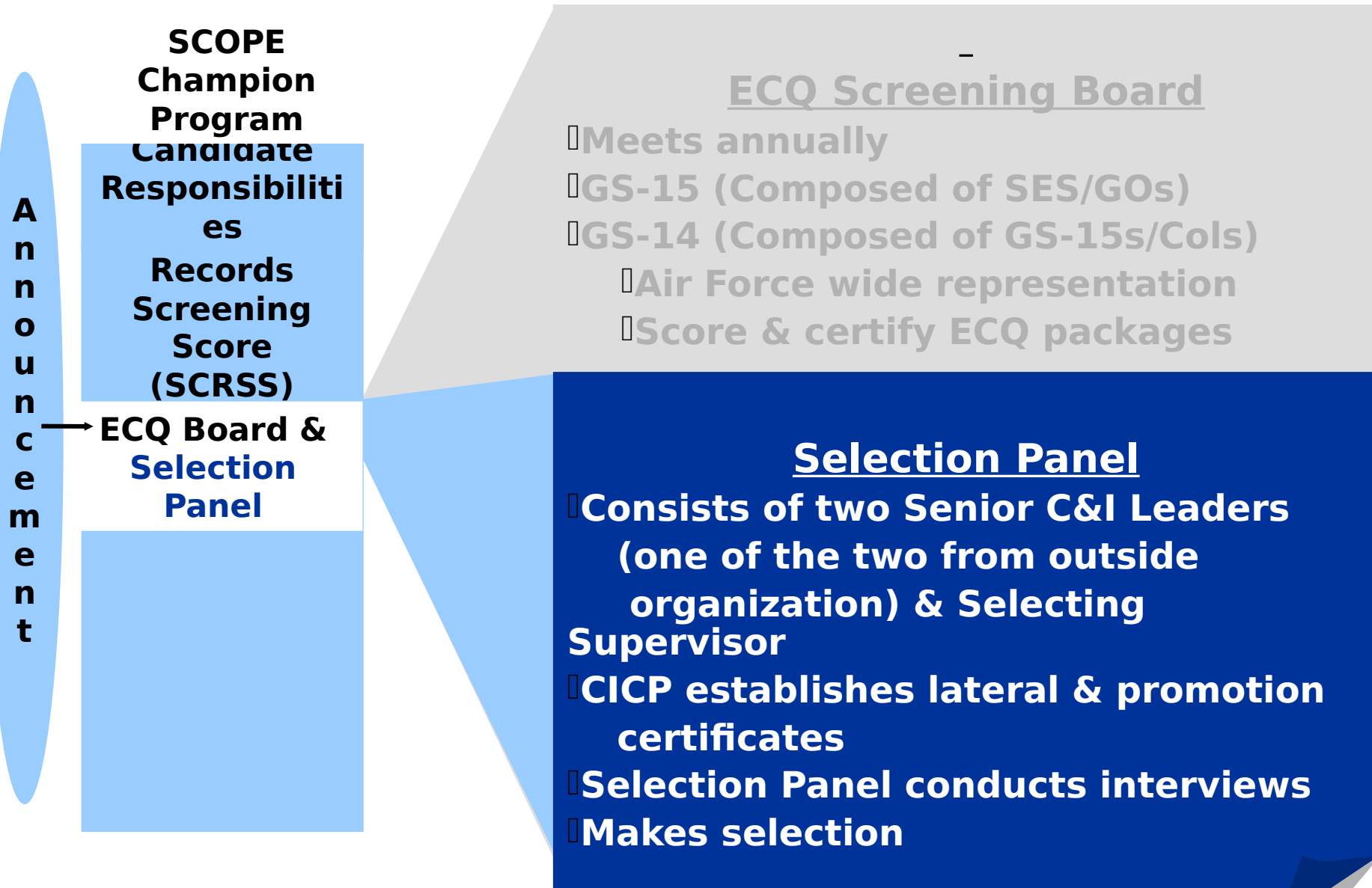
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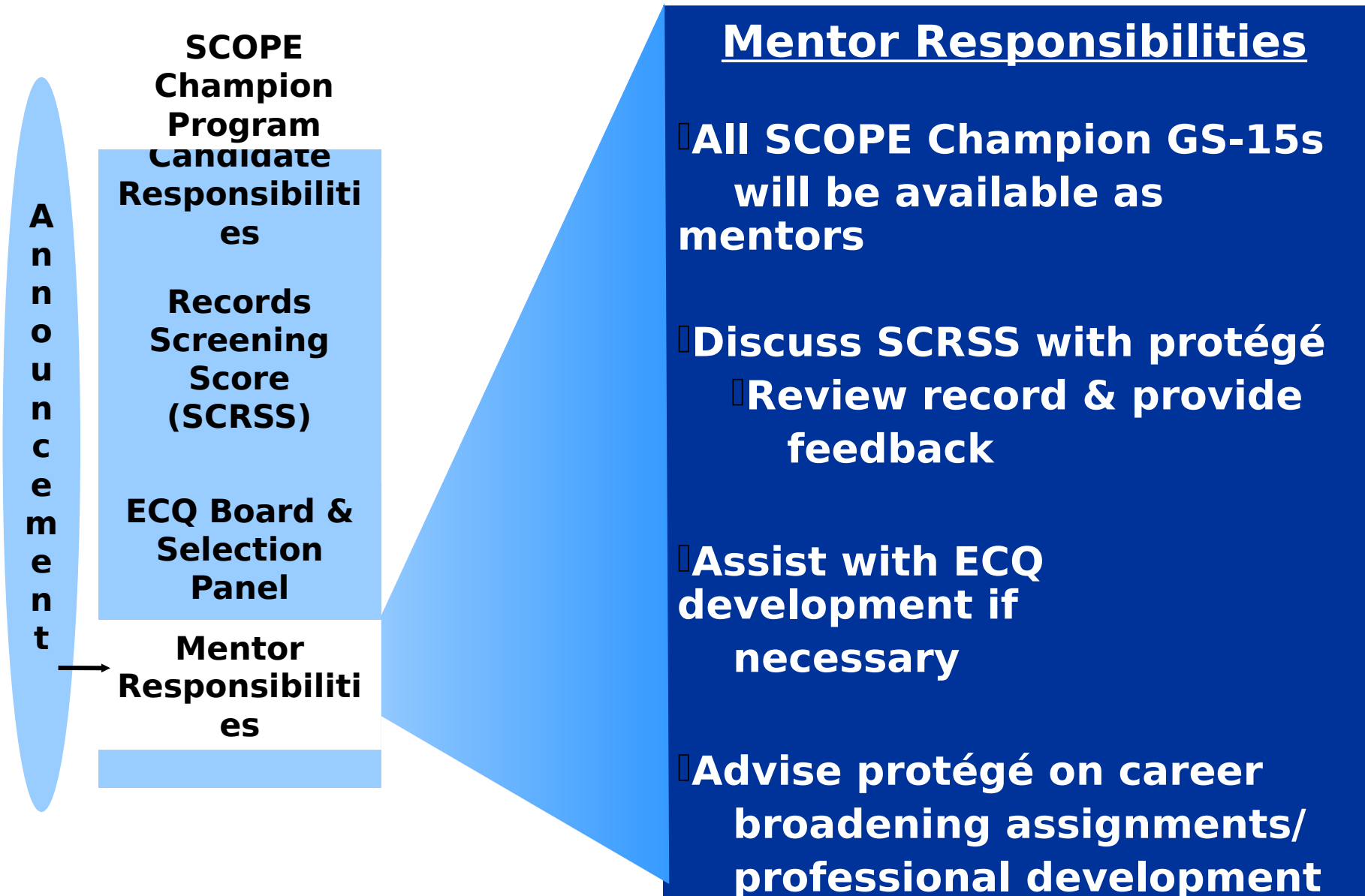


# Process





# Process



# ***Why SCOPE Champion?***

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- **Professional growth opportunities**
  - **Expands opportunities to learn and lead**
  - **Ensures career mentorship for all applicants**
- **Senior leadership visibility**
  - **Through application & selection process**
  - **Through position management panel (PMP)**
- **Civilian Competitive Development Program (CCDP)**
  - **Functional Board (i.e. C&I, Logistics, CE, etc.) prioritizes candidates for CCDP consideration**
  - **SCOPE Champion participants receive first look among C&I applicants**

# ***SCOPE Champion Positions***

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- **There are currently 20 positions in the program - *as of 1 May 2004***
- **Positions filled as they become vacant**
  - **17 positions encumbered**
    - **Four filled using SC tenets**
      - **AMC/SCTE - Ms. Judy Beussink**
      - **PACAF/SCT - Mr. Mark Fink**
      - **AFDPO/PP - Ms. Jessica Spencer-Gallucci**
      - **AF/DPKCI - Mr. Jay Aragon**
    - **3 Vacant (AF/XIIV, AF/XIWA, USAFE/SCY)**
- **C&I leadership pursuing additional positions**

# ***Lessons Learned***

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- **Begin application process early**
  - **ECQs and endorsement will take time**
- **ECQ packages**
  - **Professional level writing required**
  - **Focus on “I” rather than “we”**
  - **Be specific**
  - **Spell and grammar check!**
  - **Write in past tense**
  - **Meaningful impact (on mission, on Air Force, on organization...)**

# Way Ahead

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- Increase focus on mentorship
  - Senior Civilian Network takes lead
- Net-centric, operational culture for civilian workforce
- SCOPE Champion: Premier career enhancement tool for



**“Civilian Workforce Transformation”**

# ***For more information...***

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☐ **SCOPE Champion website:**

☐ <http://www.afpc.randolph.af.mil/cp/cicp/SCOPE.htm>

☐ **CICP website:**

☐ <http://www.afpc.randolph.af.mil/cp/cicp/>

☐ **Job Vacancy website:**

☐ [https://ww2.afpc.randolph.af.mil/resweb/search\\_by\\_state\\_nlo.asp](https://ww2.afpc.randolph.af.mil/resweb/search_by_state_nlo.asp)

☐ **ECQ websites:**

☐ <http://www.opm.gov/ses/ecq.html>

☐ <http://www.afpc.randolph.af.mil/cp/ecq/index.htm>

☐ **Access Online Career Briefs**

☐ <https://www.afpc.randolph.af.mil/afpcsecure/default.asp>





# ***Questions***

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**I n t e g r i t y - S e r v i c e - E x c e l l e n c e**

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